PERS 79-1222

all T-1-12-79

A11x 790112

8 January 1979

MEMORANDUM FOR: Director of Personnel

SUBJECT : Annual Fitness Report - George Joannides
Operations Officer
GS-16
ESN 064818 23
DOB 5 July 1922
067180743

1. This Memorandum in Lieu of Fitness Report is prepared in accordance with HR 20-20, for the period mid-June 1978 through 12 January 1979. The occasion of the Fitness Report is the retirement of the rating official.

2. The undersigned was detailed in mid-May to serve as the Agency's Principal Coordinator for work with the House Select Committee on Assassinations. As it became apparent that the volume of the work required assignment of additional full-time personnel, the decision was made that one experienced officer was needed to handle the DDO account. A senior officer experienced in DDO work and available to serve for several months was requested. Mr. Joannides was known to the undersigned by reputation, although not personally, and arrangements were made for his detail to the work. While there is no way to outline the qualifications that one should have for this sort of work, it became quickly clear that Mr. Joannides was the perfect man for it.

3. Mr. Joannides was responsible for a new procedure in recording of exchanges with the HSCA. As it developed, the Agency's logs and records on the status of requests by the HSCA and the Agency's responses became the only reliable record; it was clear that the HSCA often did not know the status of business in this respect and time and time again had to come to this office for clarification. Beyond that early contribution to the ordering of the affairs of the office, Mr. Joannides handled day-to-day follow-ups of requirements by telephone with the DDO focal point as well as throughout the DDO. Further, the firm position that he took with the young investigators in response to aggressive harassment on some occasions was exactly what the situation called for. A person of his maturity and experience handled the job exactly as required by the situation. If the peculiar nature of the work did not call on Mr. Joannides for all the talents of his wide experience, it nonetheless was his experience and quick perceptions that ensured a superior performance. His advice and

2/mc 1/19

counselling on courses of action to cope with unique situations was always sound and responsible.

4. The work in this assignment provided little occasion for Mr. Joannides to demonstrate attitudes on either EEO matters or economy, considerations that are required by regulation for comment in Fitness Reports. As a result, no comment is made.

5. Not because of the demands on his superior talents, but because of the cool efficacy with which he handled an unusual special assignment, Mr. Joannides' work is evaluated as Outstanding.

S. D. Breckinridge

I certify that I have seen the comments in the Narrative section of this memorandum.

George Joannides — Date: 8 Jan 79

KC 1/14

13-00000

gm
cjr

SECRET
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER: [064818] 08

SECTION A — GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
Joannides, George [redacted]	7-5-22	M 99	[GS-14]	D

6. OFFICIAL POSITION TITLE	7. OFF/DIV/BR OF ASSIGNMENT	8. CURRENT STATION
Ops. Officer	DDP/S.A.S.	JMWAVE

9. CHECK (X) TYPE OF APPOINTMENT

X	CAREER		RESERVE		TEMPORARY
	CAREER-PROVISIONAL (See instructions - Section C)				
	SPECIAL (Specify):				

10. CHECK (X) TYPE OF REPORT

	INITIAL		REASSIGNMENT SUPERVISOR
X	ANNUAL		REASSIGNMENT EMPLOYEE
	SPECIAL (Specify):		

11. DATE REPORT DUE IN O.P.:

12. REPORTING PERIOD (From- to-): 1 April 1963 - 31 March 1964

SECTION B — PERFORMANCE EVALUATION

W - Weak: Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

A - Adequate: Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.

P - Proficient: Performance is more than satisfactory. Desired results are being produced in a proficient manner.

S - Strong: Performance is characterized by exceptional proficiency.

O - Outstanding: Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

Specific Duty	Rating Letter
SPECIFIC DUTY NO. 1: Supervises and manages the Station's covert action branch which employs [ten] 24 staff officers and [seven] 24 contract employees.	99 [S]
SPECIFIC DUTY NO. 2: Serves as senior case officer for a student project which involves distribution of printed propaganda, production of radio programs, and the development of political action programs.	99 [S]
SPECIFIC DUTY NO. 3: Maintains liaison with the FI, CI and PM branch chiefs, in order to insure that the Station's covert action effort is appropriately supporting the missions of the other branches.	99 [P]
SPECIFIC DUTY NO. 4: Conducts production and security reviews on the Station's covert action operations.	99 [P]
SPECIFIC DUTY NO. 5:	
SPECIFIC DUTY NO. 6:	

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER: [S] 99

8 JUN 1964

FORM 4-62 45 OBSOLETE PREVIOUS EDITIONS.

SECRET

GROUP 1
Excluded from automatic downgrading and declassification

9/mc

SECRET
(When Filled In)

SECTION C — NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

OFFICE OF PERSONNEL
JUN 4 8 05 AM '64
MAIL ROOM

Subject is a hard working, dedicated and effective officer who has proven by performance that he can accomplish assigned operational tasks in allowable time limits. The period covered by this fitness report represents Subject's initial Agency exposure to those first echelon management responsibilities which are implicit in a branch chief's assignment in a Station that has [313] employees. Subject responded to the challenge of the first echelon supervisory responsibilities in an exemplary manner. Subject managed a branch that had a yearly budget of two million four hundred thousand dollars. These funds were judiciously spent on printed propaganda, white and black radio programs, and on political action operations which were implemented via labor, student and professional groups. Subject has the knack of judiciously blending quality with quantity and in this melding effort, Subject reflected cost consciousness and effectiveness in the use of personnel, space equipment, and funds. Subject has a distinct flair for political action operations and can translate policy directives into meaningful action programs by all of his assets. Subject has the ability to delegate authority and to appropriately fix responsibility with those officers whom he supervises. In the management field, Subject's only discernible weakness is a tendency to be abrupt with subordinates. It is believed that this minor shortcoming will be overcome with the acquisition of added experience in the field of personnel management. On balance therefore, Subject's overall performance as a supervisor and as an intelligence officer warrants an evaluation of "[Strong]" (CONTINUED)

SECTION D — CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE	SIGNATURE OF EMPLOYEE
15 May 1964	/s/ [redacted] (signed in pseudo on Field Transmittal)

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
22 months		
DATE	**OFFICIAL TITLE OF SUPERVISOR**	**TYPED OR PRINTED NAME AND SIGNATURE**
15 May 1964	Chief of Station, JMWAVE	/s/ Andrew K. REUTEMAN (signed in pseudo on Fld. Trans.)

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

Although I have had few chances to personally observe [redacted] work, I concur in the supervisor's comments and rating due to my general impression of [redacted] capabilities and performance of duty received in occasional meetings extending over a number of years.

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
1 June 1964	Deputy Chief, WH (SA)	Bruce B. Cheever

SECRET

2/mc

CONTINUATION SHEET

Section C - Narrative Comments

Subject has additional growth potential as an intelligence officer and as a first echelon supervisor of individuals doing a basic intelligence task. Ethnic origins, foreign language fluency and experience acquired to date generally dictates a career for Subject in the general arena of Greek operations. While the major thrust of Subject's career orientation should be geared toward Greece and its related problems, it is believed that it is essential that, on a periodic basis, Subject be directed into non-Greek areas of interest, in order that the continued challenge of new horizons will stimulate Subject to develop to his full capacity. In practical terms, this means that out of any eight-year time cycle, at least two years should be spent by Subject on non-Greek or even non-European affairs. This officer has the potential to be a broad-gauged officer but he must be stimulated and led in that direction which will fully harness the totality of his potential.

The rating officer would be pleased to have Subject work with him at any other Field Station that might be entrusted to the rating officer.

13-00000

SECRET
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 064818

SECTION A — GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
Joannides, George E. [redacted]	5 Jul 1922	M	GS-14	D

6. OFFICIAL POSITION TITLE	7. OFF/DIV/BR OF ASSIGNMENT	8. CURRENT STATION
OPS OFFICER	DDP/S.A.S.	JMWAVE

9. CHECK (X) TYPE OF APPOINTMENT	10. CHECK (X) TYPE OF REPORT
CAREER / RESERVE / TEMPORARY	INITIAL / XX REASSIGNMENT SUPERVISOR
CAREER-PROVISIONAL (See instructions - Section C)	ANNUAL / REASSIGNMENT EMPLOYEE
SPECIAL (Specify):	SPECIAL (Specify):

11. DATE REPORT DUE IN O.P.	12. REPORTING PERIOD (From- to-)
	1 January 1963 - 31 July 1963

SECTION B — PERFORMANCE EVALUATION

W - Weak: Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

A - Adequate: Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.

P - Proficient: Performance is more than satisfactory. Desired results are being produced in a proficient manner.

S - Strong: Performance is characterized by exceptional proficiency.

O - Outstanding: Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

SPECIFIC DUTY	RATING LETTER
SPECIFIC DUTY NO. 1: Deputy Chief of Branch handling (in absence of Chief) all aspects of political action and psychological warfare activity and supervising fourteen case officers and clerical personnel.	O
SPECIFIC DUTY NO. 2: Case officer for student project involving political action, propaganda, intelligence collection and a hemisphere-wide apparatus.	S
SPECIFIC DUTY NO. 3	
SPECIFIC DUTY NO. 4	
SPECIFIC DUTY NO. 5	
SPECIFIC DUTY NO. 6	

POSTED ON 17 Oct 63

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER: S

17 OCT 1963

FORM 4-62 45 OBSOLETE PREVIOUS EDITIONS.

SECRET

GROUP 1 Excluded from automatic downgrading and declassification

6/MC

SECRET
(When Filled In)

SECTION C	NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

Reference is made to paragraph C of subject's previous fitness report dated 10 January 1963 which is still applicable. During the period covered by this report subject has done an excellent job in the handling of a significant student exile group which hitherto had successfully resisted any important degree of control. Under subject's direction an exile teachers' group reached a high level of effectiveness in the propaganda field and was turned over to another case officer.

Subject has effectively terminated unproductive operations in the prop field (one magazine and a news letter) and is building up Station radio capability directed at the maintarget.

His high professional standards, complete comprehension of the problems faced by the Station and strong urge to win in our struggle with the opposition make it a distinct pleasure to see him take over as Chief of the PW branch.

SECTION D	CERTIFICATION AND COMMENTS
1.	BY EMPLOYEE
	I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT
DATE: JUL 31 1963	SIGNATURE OF EMPLOYEE: /s/ Walter D. NEWBY (signed in pseudo on Fld. Transmittal)

2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION: 15 months	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE: 31 July 1963	OFFICIAL TITLE OF SUPERVISOR: Chief, PW	TYPED OR PRINTED NAME AND SIGNATURE: /s/ Robert K. TROUCHARD (signed in pseudo on Fld. Trans.)

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL – The Reviewing Officer is familiar with Subject's work based primarily on discussions with Subject and Subject's supervisor, general observation of Subject during the past year and frequently reviewing his completed work. Subject is an extremely hard working, dedicated individual with an ability to develop rapport quickly with his contacts. Subject works long hours including weekends without complaining and is always available when there is a job to be done. Subject has demonstrated those qualities of management, initiative, drive and devotion to duty that are necessary to perform the many and varied tasks of a fast and continually changing situation. The Reviewing Officer concurs with the Rating Officer's overall evaluation of [Strong] 99

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
SEP 24 1963	Deputy Chief of Station	/s/ Frederick J. INGHURST (signed in pseudo on Fld. Trans.)

SECRET

1/mc

13-00000

SECRET
(When Filled In)

SECTION C	NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

No change from previous report submitted 19 January 1963.

SECTION D	CERTIFICATION AND COMMENTS	
1.	BY EMPLOYEE	
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE 27 March 63	SIGNATURE OF EMPLOYEE /s/ Walter D. NEWBY (signed on Field Transmittal)	
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 12	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE 27 March 63	OFFICIAL TITLE OF SUPERVISOR Chief, PW Branch	TYPED OR PRINTED NAME AND SIGNATURE /s/ Robert K. TROUCHARD (signed on Field Transmittal)
3.	BY REVIEWING OFFICIAL	
COMMENTS OF REVIEWING OFFICIAL		
DATE 2 April 1963	OFFICIAL TITLE OF REVIEWING OFFICIAL Chief of Station, JMWAVE	TYPED OR PRINTED NAME AND SIGNATURE /s/ Andrew K. REUTEMAN (signed on Field Transmittal)

SECRET

13-00000

SECRET
(When Filled In)

FITNESS REPORT

EMPLOYEE SERIAL NUMBER: ~~037717~~ [064818] 08

SECTION A — GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
Joannides, George E. [redacted]	5 July 1922	Male 99	GS-14	D

6. OFFICIAL POSITION TITLE	7. OFF/DIV/BR OF ASSIGNMENT	8. CURRENT STATION
OPS OFFICER	DDP/S.A.S.	JMWAVE

9. CHECK (X) TYPE OF APPOINTMENT		10. CHECK (X) TYPE OF REPORT	
CAREER	RESERVE / TEMPORARY	INITIAL	REASSIGNMENT SUPERVISOR
CAREER-PROVISIONAL *(See instructions - Section C)*		X ANNUAL	REASSIGNMENT EMPLOYEE
SPECIAL *(Specify):*		SPECIAL *(Specify):*	

11. DATE REPORT DUE IN O.P.	12. REPORTING PERIOD *(From- to-)*
	1 January 1963 - 31 March 1963

SECTION B — PERFORMANCE EVALUATION

W - Weak: Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.

A - Adequate: Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.

P - Proficient: Performance is more than satisfactory. Desired results are being produced in a proficient manner.

S - Strong: Performance is characterized by exceptional proficiency.

O - Outstanding: Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise *(indicate number of employees supervised)*.

SPECIFIC DUTY	RATING LETTER
SPECIFIC DUTY NO. 1	
SPECIFIC DUTY NO. 2	
SPECIFIC DUTY NO. 3	
SPECIFIC DUTY NO. 4	
SPECIFIC DUTY NO. 5	
SPECIFIC DUTY NO. 6	

Annual fitness report covering the Period 1 January - 31 December 62 still current.

POSTED ON ... 10 Apr 63

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER:

16 APR 1963

FORM 4-62 45 OBSOLETE PREVIOUS EDITIONS.

SECRET

GROUP 1 Excluded from automatic downgrading and declassification

SECRET
(When Filled In)

Sef Agent

FITNESS REPORT

EMPLOYEE SERIAL NUMBER: 08 [064868] ~~037747~~

SECTION A — GENERAL

Joannides, George E.

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
[redacted]	5 July 1922	Male	[GS-14]	D

6. OFFICIAL POSITION TITLE	7. OFF/DIV/BR OF ASSIGNMENT	8. CURRENT STATION
OPS OFFICER	DDP/S.A.S.	JMWAVE

9. CHECK (X) TYPE OF APPOINTMENT						10. CHECK (X) TYPE OF REPORT			
	CAREER		RESERVE		TEMPORARY		INITIAL		REASSIGNMENT SUPERVISOR
	CAREER-PROVISIONAL (See Instructions - Section C)					X	ANNUAL		REASSIGNMENT EMPLOYEE
	SPECIAL (Specify):						SPECIAL (Specify):		

11. DATE REPORT DUE IN O.P.	12. REPORTING PERIOD (From- to-)
	1 January 1962 - 31 December 1962

SECTION B — PERFORMANCE EVALUATION

- **W - Weak**: Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.
- **A - Adequate**: Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.
- **P - Proficient**: Performance is more than satisfactory. Desired results are being produced in a proficient manner.
- **S - Strong**: Performance is characterized by exceptional proficiency.
- **O - Outstanding**: Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

SPECIFIC DUTY	RATING LETTER
SPECIFIC DUTY NO. 1: Deputy Chief of Branch handling (in absence of Chief) all aspects political action and psychological warfare and supervising [fifteen] case officers and clerical personnel. 24	[O]
SPECIFIC DUTY NO. 2: Case Officer for student project involving political action, propaganda, intelligence collection and hemisphere-wide apparatus.	[S]
SPECIFIC DUTY NO. 3: Case Officer for teacher's organization engaged in hemisphere-wide press and radio propaganda.	[S]
SPECIFIC DUTY NO. 4: Case Officer on project producing news letter aimed at press outlets in Latin America.	[S]
SPECIFIC DUTY NO. 5: Maintains contacts with key elements of a veteran's type organization as a developmental project.	[S]
SPECIFIC DUTY NO. 6	

POSTED ON 26 Feb 63

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER: [S]

FORM 4-62 45 OBSOLETE PREVIOUS EDITIONS. SECRET

GROUP 1 Excluded from automatic downgrading and declassification

9/mc

13-00000

SECRET
(When Filled In)

SECTION C	NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

Subject's strengths lie in his ability to analyze a problem quickly and skillfully, to strip it of unnecessary detail and to render a decision without waste of motion. He has contributed greatly to the efficiency of the Branch by eliminating unproductive ventures, counseling the members and promoting the principles of correct tradecraft. He has been successful in resolving complicated problems involving control of an unruly group. He has a strong personality and firm convictions about the proper manner of carrying on covert operations and voices his convictions without fear. He is an excellent supervisor and is respected by the members of the branch for his forthrightness and his sober judgment and sound advice. His handling of agents and contacts on the outside both directly and indirectly mixes to a proper extent firmness and friendliness. In short he is a distinct asset to the clandestine services both administratively and operationally.

SECTION D	CERTIFICATION AND COMMENTS
1.	BY EMPLOYEE
	I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT
DATE 19 JAN 63	SIGNATURE OF EMPLOYEE /s/ Walter D. NEWBY (signed on Field Transmittal)
2.	BY SUPERVISOR
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 10 months	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
19 JAN 63	Chief/PW - JMWAVE	/s/ Robert K. TROUCHARD (signed on Field Transmittal)

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL Subject is an unusually competent officer in the field of covert action operations in that he blends a flair for this activity with sound tradecraft principles and a firm adherence to valid reporting techniques. Subject is dedicated and hard working and he has proven by performance that he is willing to work long hours in order to accomplish his operational objectives. Subject's overall performance warrants an evaluation of "strong". Subject has growth potential both as an intelligence officer and as a first echelon supervisor of individuals doing a basic intelligence task. Subject's activities come to the attention of the reviewing officer on a weekly basis.

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
FEB 15 1963	Chief of Station, JMWAVE	/s/ Andrew K. REUTEMAN (signed on Field Transmittal)

SECRET